Table of Contents

<u>Article</u>	<u>Description</u>	<u>Page</u>
	Preamble	1
Article 1	Definitions	2
Article 2	Employees Rights	5
Article 3	Management Rights and Duties	6
Article 4	Union Rights and Duties	7
Article 5	Allotments for Union Dues	8
Article 6	Logistical Support	10
Article 7	Official Time	12
Article 8	Labor-Management Partnership	15
Article 9	Changes in Conditions of Employment	16
Article 10	Release of Information	17
Article 11	Employee Training	18
Article 12	Merit Promotion	19
Article 13	Equal Employment Opportunity	21
Article 14	Performance Evaluation	23
Article 15	Incentive Awards	24
Article 16	Scheduling of Work	25

Table of Contents (Cont'd)

<u>Article</u>	<u>Description</u>	<u>Page</u>
Article 17	Overtime	29
Article 18	Alternative Work Schedules	31
Article 19	Contracting Out	33
Article 20	Reduction in Force	33
Article 21	Use of Military Personnel	36
Article 22	Civilian Counseling Services	37
Article 23	Smoking	39
Article 24	Parking	40
Article 25	Annual Leave	40
Article 26	Court Leave	41
Article 27	Family and Medical Leave	42
Article 28	Leave without Pay	43
Article 29	Sick Leave	44
Article 30	Health and Safety	46
Article 31	Environmental Differential Pay	48
Article 32	Disciplinary and Adverse Action	48

Table of Contents (Cont'd)

<u>Article</u>	<u>Description</u>	<u>Page</u>
Article 33	Alternative Discipline Program	50
Article 34	Negotiated Grievance Procedure	52
Article 35	Arbitration	58
Article 36	Unfair Labor Practice Procedure	68
Article 37	Approval, Duration, Reopening	68
Article 38	General Provisions	
	Computation of Time Periods	70
	Construction; Partial Invalidity	70
	Entire Agreement	70
	Failure to Enforce Provisions	71
	Official Text; Copies	71
	Subsequent Agreement	s 72
	Word Gender	72
Appendix A	Official Time Request Form	A-1
Appendix B	Grievance Form	B-2

Table of Contents (Cont'd)

<u>Article</u>	<u>Description</u>	<u>Page</u>
Appendix C	Standard Arbitration Agreement	C-1
Appendix D	Authorization for Representative	D-1